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CONTENTS • INHOUD

General Notice

NOTICE 15 OF 2015

DRAFT NATIONAL YOUTH POLICY 2014-2019

INVITATION FOR COMMENTS

"Nothing for young people without young people"

This is a draft youth policy. The nation; young people in particular, are requested to give their opinion, suggestions and to rewrite sections of the draft policy or even the entire draft policy whether individually or as organized groups. While innovation is welcome, the suggestions must be practical and realistic within the context of shrinking budgets and the overarching mandate of the South African Constitution's vision of a prosperous, democratic, non-sexist, non-racist and equal society and the NDP's vision of an egalitarian and prosperous society by 2030.

A review of the implementation of the National Youth Policy 2009-2014 was done and the review and other research informed the priorities contained in this current draft policy 2014-2019. The youth desk in the Presidency as custodians of youth policy had initial discussions about the amendments to the National Youth Development Act but these were kept in abeyance so that policy must inform structure and also that policy must inform strategy.

Some youth issues are somewhat timeless and some are dependent on the conditions of a particular period because of the issues that are not time bound by a youth policy of a five year term, part of the discussions coming out of this youth policy process is the consideration that along the lines of the African Youth Charter, a South African Youth Charter be crafted that will be a timeless commitment towards youth development and youth participation. This could also balance the debate on whether the youth policy should be a set of needs, interests and aspirations vis a vie a set of commitments.

The current draft is essentially about what already exists out there. Is this the approach young people want to have? Should the policy be about a fresher look and innovative interventions of youth development? What would those be in the context of South Africa? Most of those answers must come from young people. There should be no holding back since this draft policy is not cast in stone. So feel free to express yourselves.

Send your comments to:
Mr. Goitse Kunope
Email: youthdesk@po-dpme.gov.za
Phone number: 012 312 0000
DEADLINE FOR COMMENTS: 28 FEBRUARY 2015 17:00

Thank you
From the youth desk in the Presidency.

DRAFT NATIONAL YOUTH POLICY 2014-2019

April, 2015

Contents

1. INTRODUCTION

The National Youth Policy (NYP) 2014-2019 is a progression from the first NYP 2009-2014. This is part of a global trend which sees governments formulating youth policies to respond to the challenges peculiar to young people in the 21st Century. The NYP 2014-2019 improves upon and updates the previous policy by speaking to new and continuing challenges faced by South Africa's youth. It does not seek to reinvent the wheel, but acknowledges that some of the challenges may have changed with time, while others remain. Using lessons learnt from the previous NYP, the NYP 2014-2019 seeks to create an environment that enables the youth of South Africa to unleash their potential by identifying those mechanisms that will make this possible. Mindful of the global economic challenges that impact on South Africa, the NYP 2014-2019 identifies interventions which are more likely to unclog critical blockages which will act as catalyst in unleashing youth potential. The policy is located within the South African Constitution, United Nations World Programme of Action for Youth to the Year 2000 and beyond (1995) and the Africa Youth Charter (2006), and various policies including the National Development Plan.

The National Development Plan (NDP) is anchored on the South African Constitution's vision of a prosperous, democratic, non-sexist, non-racist and equal society. The NDP's vision is that of an egalitarian and prosperous society by 2030. The NDP's high level targets include a decline in inequality of both opportunity and outcome, thrusting the South African economy onto a higher developmental trajectory, tripling national income, improving the efficiency and effectiveness of the economy by investing in infrastructure, enabling an economy that creates full employment, reversing apartheid geography, optimising the functioning of space including the rural-urban interface, building a capable civil service, promoting broad-based leadership and an active citizenry. The aim is to move away from a society that is defined by gender, class and race to a society marked by inclusivity and geared towards building the capability of its citizens while promoting and supporting active citizenry.

To achieve this society, the NDP sets as an imperative a need to overcome social and economic exclusions because they are causes as well as outcomes of poverty and inequality.

The NYP takes the view of the NDP that "South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next two decades. This requires a new approach - one that moves from passive citizenry receiving services from the state to one that systematically

2

includes the socially and economically excluded, where people are active champions of their own development and where government works effectively to develop people's capabilities to lead the lives they desire. The NYP recognises that young people are not passive, but are champions of their own development and need space to actively participate in their own growth and in the development of members of society. Young people in all countries are both a major human resource for development and key agents for social change, economic expansion and innovation. Their imagination, ideals, considerable energy and vision are essential for the continuing development of the societies in which they live. Thus, there is a special need for new impetus to be given to the design and implementation of youth policies and programmes at all levels. The NYP avoids the dangers of 'quick fixes' since these divert attention from the complex institutional and systematic issues that need to be addressed. Consequently, the NYP seeks to develop capabilities as part of a long-term solution which will open opportunities for the youth to participate and take advantage of what the country offers.

2. RATIONALE FOR THE POLICY

The type of marginalisation faced by youth necessitates youth-targeted interventions that will enable young people's active participation and engagement in both the society and the economy. Forms of marginalisation and exclusion include:

- Economic marginalisation which manifests in high youth unemployment. There are many reasons for this, but the youth are particularly affected because in a job-scarce environment, there is a queuing effect such that joining the world of work is particularly difficult for young people. Young people all over the world face massive unemployment. The International labour Organisation (ILO) estimates that at a global level 73.4 million young people who want to work and are actively looking for a job cannot find one. Just over one in two young people (52.9%) are unemployed or are discouraged work-seekers and are not in an educational institution furthering their studies. This global trend applies here in South Africa too. According to the South African June 2014 labour force survey, unemployment amongst young people between the ages of 15 to 35 is at 36,1% which is almost double that of adults aged 35 to 64 which stands at 15,6%. At 57,8% the labour absorption rate for adults is almost twice that of young people which is 30,8%. Young women face even higher levels of unemployment. The proportion of young women who are neither in employment nor at school including further and higher education, is at at 34,5% compared to that of young men which stands at (29,9%) Young

3

people are less likely to be employed than older people with the same education, although young people typically have more years of schooling. Moreover, only adults with a tertiary degree had a significantly better chance of finding employment. A youth-specific policy that focuses on increasing employment chances for young people is necessary because unemployment has profound personal and social effects. Young people who cannot earn their own living find it difficult to move out of their parents' homes and to be self-sustaining. They are often marginalised from their communities, unable to find a way to engage meaningfully with society. The results can be depression and risky behaviour such as these listed below:

- o Able bodied young people fall through the social assistance package leading to destitution. A small number of unemployed people qualify for the Unemployment Insurance Fund (UIF), but that only covers those who have already held a job and thus excludes a majority of unemployed youth.

- o Young people are both the victims and perpetrators of crime. Research by the Institute of Security Studies indicates that the 12 - 21 cohort is the one that is peak for both offending and victimisation.

- o Young people's risky behaviour leads to morbidity and mortality rates that are higher than that of the population. Young people face the highest HIV/AIDS infection rates and HIV incidence. HIV prevalence peaks in females aged 30-34 years at 36.8%. In 2013, of the total 5 698 deaths in South Africa due to transport, 2 515 were among youth, indicating that 44% of all traffic accident deaths in the country occurred among the youth. Similarly, of the total number of deaths due to assault and intentional self-harm in the country, 69% and 59% of them, respectively, occurred among those aged 15–34 years.

According to Statistics South Africa (2011), young people constitute 41.2 per cent of the country's population.

"Having a relatively young population can be advantageous, provided the majority of working-age-individuals are skilled, their energies and innovative capabilities harnessed, thus enabled to positively contribute to society and to the economy. A large workforce with fewer children to support creates a window of opportunity to increase economic output and invest in technology, education and skills to create the wealth needed to cope with the future aging of the population. Some economists call this window of opportunity the "demographic dividend" (or "bonus"). This demographic profile proved to be a boon for economic growth in Asian countries and is similar to other middle-income countries such as Brazil, Mexico, India and the Maghreb states. The challenge is

4

to convert this into a demographic dividend. If South Africa fails to do this, its large youth cohort could pose a serious threat to social, political and economic stability." (NDP: 2012, 98)

Generally social norms continue to side-line youth in many places, treating political and economic participation as the prerogative of older people, hence the continued need for policies and implementation frame-works that pay deliberate attention to youth concerns.

The National Youth Policy 2014-2019 takes into account progress made since 1994, builds on the successes of previous policies, further articulates the youth specific proposals of the NDP, strengthens existing interventions, introduces new ones, sheds those that have not worked, enhances the quality of the services rendered, extends coverage and increases impact. It attempts to tackle the gaps and stubborn challenges needing new approaches.

As a strategic document meant for the entire youth sector, the policy will consequently offer a set of policy priorities and recommendations that will turn the general concept of youth development into action thus ensuring that young women and men realise their full potential whilst contributing to the overall development of society at large.

In summary the rationale of the National Youth Policy 2009-2014 is thus to:
- identify gaps in the current policy and propose strategic policy interventions designed to fill them, thus speeding up further development of youth;
- define the targets of the new interventions;
- address the continuous needs of the youth by focusing on areas where supplementary action is required;
- ensure mainstreaming of youth development in programmes run by different key role players;
- position policy implementation in the context of institutional responsibilities and processes;
- map the process through which progress on policy implementation will be assessed; and
- specify the monitoring and evaluation mechanism for the purposes of accountability and continuous improvement of interventions.

3. POLICY CONTEXT AND LEGISLATION

South Africa's concept of youth development is influenced by the historical conditions that have shaped the country and its democratic goals. It is based on the principles of social and economic justice, human rights, empowerment, participation, active citizenship, the promotion of public benefit, and distributive and liberal values.   Youth development therefore determines South Africa's future and is thus at the core of its development agenda.

The NYP is located within the UN World Programme of Action for the Youth to the Year 2000 and Beyond (1995)1 and UN 2005 which identify 15 priorities that need attention to address challenges faced by youth. These include education, employment, hunger and poverty, health, the environment, drug abuse, juvenile delinquency, leisure, girls and young women and participation, globalisation, information and communication technologies, HIV/AIDS, youth and conflict, and intergenerational relationships.

The NYP is also informed by the African Youth Charter (2006) adopted by African Heads of State and governments as key to promote youth development in the region. Like the UN World Programme of Action for the Youth to the Year 2000 and Beyond (1995), the African Youth Charter has similar, but fewer prioritises which are education, skills and competence development, employment and sustainable livelihoods, youth leadership and participation, health and welfare, peace and security, environment protection, and cultural and moral values. The NYP (2014-2019), like the African Youth Charter aims at holistic development of a young person by supporting actions and processes that bring the youth into the mainstream of the economy and society.

This policy is responding to the social and economic forces that shape global and regional development in the 21st Century, in particular the aftermath of the global financial and economic crises. The policy seeks to align the development of young people with government's approach to addressing poverty and underdevelopment as diagnosed in the NDP. Disadvantaged youth must be empowered through effective institutions and policies to overcome conditions which disadvantage them. In the same manner, marginalised youth and

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1 Published by the United Nations Department of Public Information – DPI/1769/Rev. 1 – March 1997

those that have fallen out of the educational, social and economic mainstream must be re-integrated through second-chance measures and other supportive actions.

A multi-sectorial approach involving stakeholders in the public sector, civil society and the private sector where all these key role-players work together in promoting youth development and providing youth services is essential.

3.1 Policy Vision

The vision of the National Youth Policy 2014-2019 remains consistent with the one contained in the National Youth Development Policy Framework (2002: 8) which is:

> "Integrated, holistic and sustainable youth development, conscious of the historical imbalances and current imbalances and current realities, to build a non-sexist, non-racist, democratic South Africa in which young people and their organisations not only enjoy and contribute to their full potential in the social, economic and political spheres of life but also recognise and develop their responsibilities to build a better life for all".

3.2 Policy Goal

The goal of the National Youth Policy 2014-2019 is to consolidate youth initiatives that intentionally enhance the capabilities of young people to transform the economy and society they live in by addressing their needs, promoting positive outcomes, opportunities, choices, relationships and support necessary for holistic development of all young people, and in particular, those outside the social, political and economic mainstream. This policy thus emphasises the need for various youth development efforts and interventions to respond to the needs of young people by focusing on all aspects or spheres of their lives. It therefore goes without saying that, interventions targeting this population group should also be geared towards responding to their needs holistically.

3.3 Objectives

In line with the above stated policy goal, the objectives of the National Youth Policy 2014-2019 are to:

- Consolidate and integrate youth development into the mainstream of government policies, programmes and the national budget;

- strengthen the capacity of key youth development institutions and ensure integration and co-ordination in the delivery of youth services;

- strengthen the capacity of young people to enable them to take charge of their own well-being through building their assets and ultimately realising their potential to the fullest;

- strengthen a culture of patriotic citizenship among young people and to help them become responsible adults who care for their families and others;

- foster a sense of national cohesion, while acknowledging the existence of diverse circumstances and needs by providing opportunities to address these;

- inculcate the spirit of patriotism by encouraging visible and active participation in different youth initiatives/projects and nation-building activities;

3.4 Desired Policy Outcome

The desired outcome of the above stated policy goal is to produce empowered young people who are able to realise their full potential and understand their roles and responsibilities in making a meaningful contribution to the development of a non-racial, equal, democratic and prosperous South Africa.

3.5 Legislative and Policy Frameworks

The NYP 2015-2020 is part of a rich legislative and policy framework, defined by the South African Constitution (Act Number 108 of 1996) as the supreme law of the country and guided by an internationally informed rights-based approach to growth and development. It is not located on its own, but is informed by, and interacts with a number of pieces of legislation and policy, some more influential than others, in an integrated manner. Some of these are:

The Constitution of the Republic of South Africa (1996) which is the supreme law of the country entrenching specific rights, responsibilities and principles that everybody must uphold. It lays the foundation for youth economic empowerment and in the Bill of Rights enshrines the rights of people (including the youth) and affirms the values of human dignity, equality and freedom.

8

The 2012 National Development Plan (NDP) provides an aspirational vision of South Africa in 2030 and provides the context within which all youth-oriented programmes should be located. The National Youth Policy is designed to ensure the realisation of a youth population which is economically active, socially integrated and emotionally engaged in the success of South Africa. Through its 'youth lens', the NDP highlights the following proposals as necessary to address the current situation of South African youth:

- Providing nutrition intervention for pregnant women and young children, having universal access to two years of early childhood development, improving the school system, including increasing the number of students achieving above 50% in literacy and mathematics, increasing learner retention rates to 90% and bolstering teacher training;
- Strengthening youth service programmes and introducing new, community-based programmes to offer young people life-skills training, entrepreneurship training and opportunities to participate in community development programmes;
- Strengthening and expanding the number of Further Education and Training (FET colleges to increase the participation ratio to 25%, increasing the graduation rate of FET colleges to 75%, providing full funding assistance covering tuition, books, accommodation and a living allowance to students from poor families, developing community safety centres to prevent crime and including youth in these initiatives, having a tax incentive to employers to reduce the initial cost of hiring young labour-market entrants, providing a subsidy to the placement sector to identify, prepare and place matric graduates into work, expanding learnerships and making training vouchers directly available to job-seekers, introducing a formalised graduate recruitment scheme for the public service to attract highly skilled people, and expanding the role of state-owned enterprises in training artisans and technical professionals;
- Capacitating school and community sports and recreation and encouraging healthy and active lifestyles.

The New Growth Path (NGP)(2011) describes a three-stage approach to addressing joblessness and unemployment. The first phase emphasises the need for the state to create jobs through direct employment schemes, targeted subsidies and a more expansionary macro-economic package. The second phase addresses government supporting labour-absorbing activities, especially in the agricultural value chain, light manufacturing and services, to generate large-scale employment, while at the same time creating a set of incentives and support mechanisms

9

to encourage the private sector to invest in new ventures and extend existing operations. By concentrating resources in areas that yield the most jobs, we are able to have the greatest impact. The main indicators of success will be jobs (the number and quality of jobs created), growth (the rate, labour intensity and composition of economic growth), equity (lower income inequality and poverty) and environmental outcomes[2].

The DTI's Industrial Policy Action Plan (IPAP)[3] identifies priority sectors in which industrial and infrastructural development opportunities can be exploited, in three groups — (1) Sectors already supported, (2) Qualitatively new areas of intervention, and (3) Developing long-term advanced capabilities. Both the IPAP and the NGP acknowledge the need to prioritise youth in job-creation, as well as to strengthen entrepreneurship. A concerted drive is, however, needed to create a new marketplace, one in which innovative and profitable business models are developed and incubated in order to become major industrial and manufacturing players and employers of the future. This will, in turn, enable the creation of supply chains that provide further employment opportunities for previously disadvantaged individuals, as well as procurement opportunities for micro-; and small-enterprises.

The Youth Employment Accord (2013) and the Skills Accord (2011) signed by business, government, labour, civil society and NGOs, together aim at improving the skilling of young people, placement and generally making the economy sensitive to the employment needs of young people.

National Youth Development Agency (NYDA), Act Number 54 of 2008. The Act mandates the NYDA to develop an Integrated Youth Development Strategy for South Africa and initiate, design, co-ordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general. The Act further instructs the Agency to promote a uniform approach by all organs of state, the private sector and non-governmental organisations, to matters relating to or involving youth development.

The National Youth Service (NYS) Development Policy Framework (2002). The NYS Development Policy Framework, 2002, prioritised the participation of youth in voluntarism as a

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[2] The New Growth Path, pg. 6
[3] IPAP, 2013/4 – 2015/6

mechanism to build patriotism and social cohesion. The ultimate aim is a nation with a common and shared future.

Broad-Based Black Economic Empowerment Act 53 of 2003. This law mandates all spheres of government and the private sector to promote the achievement of the Constitutional right to equality, increase broad-based and effective participation of black people in the economy and promote a higher growth rate in this sphere' have increased employment and more equitable income distribution, and establish a national policy on broad-based black economic empowerment, so as to promote the economic unity of the nation, protect the common market, and promote equal opportunity and equal access to government services. The revised codes, published in the Government Gazette (Notice 800 of 2012) for public comment, include enhanced recognition of "black people with disabilities, black youth, black people living in rural areas and black unemployed people".

International frameworks that inform the NYP include:

- **African Youth Charter (2006):** The African Youth Charter is a political and legal document that serves as a strategic framework that gives direction to youth empowerment and development, at continental, regional and national levels. The Charter is in line with the efforts of the African Union (AU) to provide an avenue for effective youth development. The charter was adopted in May 2006 and endorsed by AU heads of state in July 2006. South Africa has ratified and signed the Charter. The African Youth Charter is consistent with the South African Constitution and almost all its provisions are in line with the socio-economic programmes being implemented, or envisaged.

- **Millennium Development Goals (MDGs):** MDGs target the eradication of poverty and hunger (MDG1), achieving universal primary education (MDG 2), reducing child mortality (MDG 4) and improving maternal health (MDG 5).

- **United Nations World Programme of Action on Youth 2000 and Beyond:** The World Programme of Action for Youth provides a policy framework and practical guidelines for national action and international support to improve the situation of young people. It contains proposals for action to the year 2000 and beyond, aiming at achieving the objectives of the International Youth Year and at fostering conditions and mechanisms to promote improved well-being and livelihood among young people. The Programme of Action focuses in particular on measures to strengthen national capacity in the field of

11

youth and to increase the quality and quantity of opportunities available to young people for full, effective and constructive participation in society. The Programme of Action is drawn from numerous international instruments generally and are specifically related to youth policies and programmes. The Programme of Action is significant because it provides a cross-sectoral standard relating to both policy-making and programme design and delivery. It will serve as a model for integrated actions, at all levels, to address more effectively problems experienced by young people in various conditions and to enhance their participation in society. Each of the ten priority areas identified by the international community is presented in terms of principal issues, specific objectives and the actions proposed to be taken by various actors to achieve those objectives. The ten fields of action identified by the international community are education, employment, hunger and poverty, health, environment, drug abuse, juvenile delinquency, leisure-time activities, girls and young women and the full and effective participation of youth in the life of society and in decision-making. The Programme of Action does not exclude the possibility of new priorities which may be identified in the future. Implementation of the Programme of Action requires the full enjoyment by young people of all human rights and fundamental freedoms, and also requires that Governments take effective action against violations of these rights and freedoms and promote non-discrimination, tolerance, respect for diversity, with full respect for various religious and ethical values, cultural backgrounds and philosophical convictions of their young people, equality of opportunity, solidarity, security and participation of all young women and men.

* **Commonwealth Youth Charter (2005):** The Commonwealth Youth Charter provides the parameters within which youth policies in all Commonwealth countries can be developed. It is focused on creating societies where young women and men are empowered to develop their creativity, skills and potential as productive and dynamic members of society. The Charter highlights the importance of full participation of young women and men at every level of decision-making and development. It posits the following principles and values for youth development: gender inclusivity, empowerment and social equity, human rights, and sustainability and integration or mainstreaming of youth issues across all levels in government. Emanating from the Commonwealth Youth Charter is the Commonwealth Plan of Action for Youth

Empowerment (PAYE), 2007-2015. This Plan of Action targets three strategic programme areas for youth:

- o **Youth Enterprise and Sustainable Livelihoods:** An integrated package of micro-credit, enterprise training and business support targeted at young women and men with the potential for self-employment;
- o **Youth Work, Education and Training:** A programme dedicated to professionalising youth work and building a body of specialist knowledge for youth development work; and
- o **Governance, Development and Youth Networks:** A programme aimed at promoting youth participation in policy-making.

3.6 Values and Principles

In South Africa the concept of youth development has been shaped by the long history of struggle against apartheid. Throughout our history, young people have acted as drivers of transformation, as a collective conscience and have participated actively in the development of a socially inclusive and economically empowering society. Youth development is therefore guided by the vision of a non-racial and non-sexist democracy that is being built through transformation, reconstruction and development. All these have shaped the following values and principles which underpin youth development today:

Values

The policy promotes the following values:

- Inherent worth and inborn dignity of youth. The provision of services should therefore reflect respect for the worth and dignity of youth as human beings who should be supported to unleash their inherent strengths and potential thus countering the view of widespread deficiency and pathology-oriented perception.
- Youth empowerment. Empowerment of young people as assets for national development. Interventions should raise the confidence of youth so that they can contribute meaningfully to their own development and to the broader society.
- Young people are instruments and agents of their own development. Young people should be considered as beneficiaries and as agents of change and not as passive recipients of government services. The shaping of young people as active and productive citizens is therefore critical for the production of a 'demographic dividend' which is

13

referred to as a rise in the rate of economic growth due to a rising share of working age people in a population.

- Young people are social beings belonging to a network of structures such as family and community which are essential to their development. It is critical that these support systems are strengthened to ensure proper development of youth and interventions are intentionally youth-focussed and prioritise addressing the needs of young people effectively.

- The promotion of moral and spiritual regeneration in line with the values of "ubuntu"

Principles

The policy is underpinned by the following principles:

- Accessibility – young women and men of diverse backgrounds must access resources and services crucial to their total development.

- Responsiveness – all youth development service providers should respond to the needs and concerns of young people and be guided by the intention to act in their best interests thus maximising their human potential.

- Holistic – youth development initiatives must encompass all aspects of a young person's life and respond to their physical, psychological, social, economic and spiritual needs within the socio-political environment thus ensuring that they gain the necessary knowledge, skills, and experience required to ensure a smooth transition into adult life.

- Integration – the need for different key role players such as government, civil society, private and business sectors to co-ordinate their efforts to ensure greater impact in developing young people.

- Diversity – youth development interventions must recognise and acknowledge the diverse backgrounds from which young people come from and celebrate the roles played by different agents of socialisation, tradition, culture and spirituality in the development of young women and men.

- Non-discriminatory – all youth development initiatives should not discriminate against young people on the basis of age, gender, race, sexual orientation, disability or any other form of discrimination as enshrined in the Constitution of the country. This principle acknowledges the impact of socialisation and promotes respect for human rights.

- Sustainable development – young people's assets, potential, capacity and capability must be maximised so that they can respond effectively and efficiently to life's

14

challenges without compromising the ability of future generations to meet their own needs.

- Transparency – institutions and organisations involved in youth development should operate in a transparent and accountable manner.

- Participation and inclusion – service providers must design policies, strategies and programmes for and with young people by sharing information, creating opportunities and involving them in decision-making as active participants in their own development. Young people should own the outcomes of the development process and should view human rights as a fundamental basis for human development.

- Social cohesion – youth development interventions should promote inclusion of young people as a significant part of societal structures by involving them in democratic and nation-building activities.

- Youth Service – young people should be involved in meaningful activities which benefit communities whilst developing their sense of patriotism and their abilities through learning and service.

- Redress – it is essential to recognise the different ways in which young people have been affected by the injustices of the past and address these injustices through equitable policies, programmes and resource allocation.

3.7 Youth Development Machinery in South Africa

The South African Youth Council (SAYC)

The South African Youth Council (SAYC) is a voluntary civil society youth council that represents the interest and aspirations of various organisations affiliated to it. Chief amongst its focus areas is to mobilise youth organisations to ensure their participation in the broader societal affairs of the country. Its affiliates are drawn from political youth organisations and issue-based organisations. Its diverse membership provides it with a competitive advantage in serving as the "Voice of Youth", and unifying divergent views into a common agenda for youth development.

National Youth Development Agency

The promulgation of the NYDA Act established the National Youth Development Agency through a merger of the National Youth Commission and the Umsobomvu Youth Fund. The Agency has the following mandate:

15

* To initiate, design, co-ordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general;

* To promote a uniform approach by all organs of state, private sector and non-governmental organisations, to matters relating to or involving youth development;

* To establish annual national priority programmes in respect of youth development;

* To endeavour to promote the interest generally of the youth, particularly young people with disabilities;

* To guide efforts and facilitate economic participation and empowerment, and the achievement of excellence in education and training.

The NYDA Act was designated Section 75 and as result is unable to execute the above-mentioned mandate at a provincial level. This left the youth directorates in premiers' offices with the mandate of lobbying, advocacy, co-ordination, monitoring and evaluation with minimal liaising with NYDA offices. The ideal tagging of the NYDA Act as national entity which was established amongst other to resolve fragmentation of youth development programmes is Section 76. This will enable the Agency to have presence in provinces.

A brief assessment of success, challenges and failures

Broadly speaking, there is a general perception that the existing institutions for youth development have failed young people. This perception is made against the backdrop of continuing high rates of youth unemployment and not too impressive graduates' employability; the continuing new HIV/AIDS infection rates among young people; the continuing high rates of school drop-outs and at institutions of higher learning; youth violence and high rates of violent crimes committed by young people; teen pregnancy; and the general poverty experienced by young people, including working youth. There is also a perception that the rate, scale and quality of youth participation has declined substantially.

Reasons for this lacklustre performance include:

* Lack of clear mandates and the implications of this for delivering on youth development.

* Duplication of responsibilities and focus areas which is closely linked to a lack of clear mandates.

* Fragmentation: This is the problem of integration without co-ordination, which can lead to messy and time-wasting duplication of efforts and can end up reproducing the problems of

16

fragmentation at a higher level. There appears to be considerable overlap between the National Youth Councils mandate and that of the Youth Directorate in the Presidency" and this can be argued to have continued on to the NYDA and Youth Directorate in the Presidency.

- Lack of coherent co-ordination of existing programmes and the implications of this for accountability, monitoring, evaluation and assessment of impact of implemented programmes.

- The NYDA was set up to be the main driver of youth programmes, but it does not have enough capacity. The programmes it runs are not optimally visible or accessible; the high salary bill makes incursions on money for programmes, many of the NYDA offices are not fully operative (In August 2014, only 44% of the offices are functioning at capacity). The NYDA's reputation is yet to recover from the disaster that was the 17th World Youth Festival of 2010 they administered on behalf of the Presidency.

4. DEFINING AND PROFILING YOUTH

The National Youth Policy 2009-2014 is used inclusively to refer to young people as those falling within the age group of 14 to 35 years. This is based on the mandate of the National Youth Commission Act 1996 and the National Youth Policy 2000. This inclusive approach takes into account, both historical as well as present-day conditions. Although much has changed for young people since the advent of democracy in 1994, the motivation for 35 years as the upper age limit of the youth has not yet changed since historical imbalances in the country are yet to be fully addressed. This definition is also consistent with the definition of youth as contained in the African Youth Charter (African Union, 2006) which defines youth as those between the ages of 15 and 35 years, although the latter excludes the 14 year olds. This does not present a challenge as South Africa includes a broader rather than narrower definition of youth.

The targeting of interventions by segmenting the youth population into age cohorts and target groups in recognition of significant differences that exist in these youth groupings in terms of their unique situations and needs continues even in this 2014/2019 policy. All these acknowledge the fact that young people are not a homogenous group and a differentiated approach should be adopted in dealing with them.

The differentiated approach makes it possible for policy to take into account definitions which are stipulated in other relevant pieces of legislation and policies such as proposal of 15-28 years as the age range for youth as in the National Youth Development Policy Framework (National Youth Commission, 2002); definition of a child as a person up to the age of 18 years as in the Children's Act No. 35 of 2005; and reference to young offenders as those between the ages of 14 and 25 years as reflected in the Correctional Services Act, (Department of Correctional Services, 2003); as well as distinction of a child from an "adult youth" by the criminal justice system which does not consider the latter as a specialised group in need of special rehabilitative programmes.

5. SITUATION ANALYSES AND KEY CHALLENGES

5.1 Unemployment and Joblessness

The Quarter 4 Labour Force Survey in 2014 reflects the youth unemployment rate as 67.4%, with young women more adversely affected than young men. The unemployment figure is widely seen as being based on a narrow definition of unemployment, as it excludes those youth who are discouraged and have given up looking for work. Regardless of which view is taken, youth unemployment is higher than any other age-group in the country and has stubbornly persisted, even at times when economic indicators have shown that the country's economy was on a growth trajectory.

This, however, is not only a South African phenomenon. The ILO reports that the world is facing a worsening youth employment crisis. "Young people are three times more likely to be unemployed than adults and almost 73 million youth worldwide are looking for work. The ILO has warned of a "scarred" generation of young workers facing a dangerous mix of high unemployment, increased inactivity and precarious work in developed countries, as well as persistently high working poverty in the developing world."[4]

According to the New Growth Path, 2010, the core challenges hampering young people from participating meaningfully in the mainstream economy are joblessness, poverty, and inequalities[5]. In South Africa, the Quarterly Labour Force Surveys (QLFS) have consistently depicted a situation which is unacceptable. It is against this backdrop that the NYP 2015-2020

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[4] http://www.ilo.org/global/topics/youth-employment/lang--en/index.htm, accessed 9 August 2013
[5] World Development Report 2007

18

should place employment creation at the centre of any intervention aimed at youth development. If not addressed, many agree that the socio-economic effects of this situation are dire. The country could find itself faced with increased levels of crime, a poorly performing economy, extreme joblessness and poverty and increased potential for political instability. One of the sectors where barriers to entry are still low because it is a new sector that does not suffer from legacy problems includes information technology. Statistics collected on access to functional landlines and cellular phones within the sampled dwelling units in 2013 show that nationally, only 5% of households did not have access to either landlines or cell phones. Households without access to these communication media were most common in Northern Cape (13,6%) and Eastern Cape (10,6%). Merely 0,2% of South African households used only landlines. By comparison, 81,9% of South African households used only cellular phones in their dwellings. The use of a combination of both cellular phones and landlines in households was most prevalent in the more affluent provinces, namely Western Cape (29%) and Gauteng (16,7%).

5.2 High Drop-Out Rates and Inadequate Skills Development

Increasing skills levels will better increase the chance of being gainfully employed. Within the total unemployed population of 5 151 000, only 367 000 have a tertiary qualification and the reasons for this include:

Weak Pipeline for human capital development

Improved rates of participation in schooling since 1994 (98.8% of 7 to 15-year-old children were attending education institutions[6]) are offset by poor quality, at all levels of the system. The pipeline for skills is riddled with obstacles that undermine equitable access to opportunities in the labour market and reasons for this include:.

- Literacy and numeracy skills, at primary school level, are well below the international average.
- Poor quality at primary school level results in weak participation and throughput at post-primary levels. The national pass rate for the NSC examination increased from 70.2% in 2011 to 73.9% in 2012. However, in three provinces (Eastern Cape, KwaZulu-Natal and the Northern Cape), the pass rate decreased over this period. Around 47% of 22-25-year-

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[6] DBE, APP, 2013, quoting Stats SA General Household Survey

19

olds, in the country, have completed Grade 12, compared to 70% in most developing countries.

- Large numbers of youth are dropping out of secondary schools without getting a National Senior Certificate/Grade 12 or alternative FET or ABET qualification. About 1 million young people exit the schooling system annually, of whom 65% exit without achieving a Grade 12 certificate. Half of those who exit the schooling system do so after Grade 11, either because they do not enrol in Grade 12 or they fail Grade 12.

- Low uptake and pass rates for Mathematics and Science, at Grade 12 level, inhibit growth in higher education, particularly in engineering, science and technology.

- While participation rates in Further Education and Training have grown significantly, they are still insufficient in number and quality to meet the intermediate skills needs of the economy. Only a small number of those who leave the schooling system enrol in FET colleges or have access to any post-school training. In 2011, only 115,000 enrolled in general vocational programmes, at FET colleges.

Poor throughput, at higher education, impacts on the supply of high-level, skilled graduates. Access to post-school education and training is limited for school leavers. The few who access post-school education and training opportunities are not sufficiently prepared for the workplace, due to the poor quality of education and training provided. The challenge facing post-school education, in South Africa, is to find ways to assist the vast majority of school leavers who do not qualify for direct entry into higher education or employment.

Low skills environment

Only 31% of youth, in 2011, completed their matric (Grade 12) education. The general household survey estimates that 983698 students were enrolled at higher education institutions (universities and universities of technology) in 2013. Almost two-thirds (66,4%) of these students were black African, while 22,3% were white; 6,7% coloured and 4,7% Indian/Asian.

Even though most students were black African, the student participation rate of this population group remained proportionally low in comparison with the Indian/Asian and white population groups. Less than 4,3% of persons aged 18 to 29 were enrolled at a higher education institution in the country ⦚ up from 4% in 2002. An estimated 18,7% of white individuals in this age group and 9,2% of Indian/Asian individuals were enrolled at a university compared to 3,1% of the coloured and 3,2% of the black African population groups.. The percentage of individuals aged

20 years and older who have attained Grade 12 has been growing since 2002, increasing from 21,9% in 2002 to 27,7% in 2013. Over the same period, the percentage of individuals with some post-school education increased from 9,3% to 12,8%. The percentage of individuals without any schooling decreased from 10,6% in 2002 to 5,6% in 2013.

Large numbers of youth, who possess no professional or technical skills and who exited the education system prematurely, are effectively unemployable. About 60% of unemployed youth aged below 35 years have never worked. Without a targeted intervention, they will remain excluded from the economy. A dual, multi-faceted approach is needed, to simultaneously strengthen basic education and reduce drop-out rates for current students. It has to create viable pathways for school leavers into post-school learning opportunities, while directly addressing the lack of skills and work experience amongst out-of-school youth.

5.3 Poor Health, High HIV/AIDS Prevalence, High Rates of Violence and Substance Abuse

South Africa's health challenges are more than medical. Behaviour and lifestyle also contribute to ill-health. To become a healthy nation, South Africans need to make informed decisions about what they eat, whether or not they consume alcohol, and their sexual behaviour, among other factors (NDP:2012)

One of the biggest challenges for youth is the issue of sexual and reproductive health. Due to the lack of access to quality health facilities (as mentioned above), there are high rates of maternal deaths, high fertility rates (particularly teenage pregnancies) and a high prevalence of HIV. The Report entitled "Saving Mothers" indicates that the five major causes of maternal deaths were:

- Non-pregnancy related infections – mainly AIDS (43.7%),
- Complications of hypertension (15.7%),
- Obstetric haemorrhage (ante-partum and post-partum haemorrhage; 12.4%), pregnancy related sepsis (9.0%) and
- Pre-existing maternal disease (6.0%).

The same report states that 38,4% of the 4,077 maternal deaths reviewed could have been avoided within the health-care system. Some of the non-clinical weaknesses identified included poor transport facilities, lack of health-care facilities and lack of appropriately trained staff.

Some of the clinical factors associated with health-care providers included failure to follow standard protocols and poor problem recognition and initial assessment.

The prevalence of pregnancy increased with age, rising from 0,7% for females aged 14 years, to 12,1% for females aged 19 years.[7]
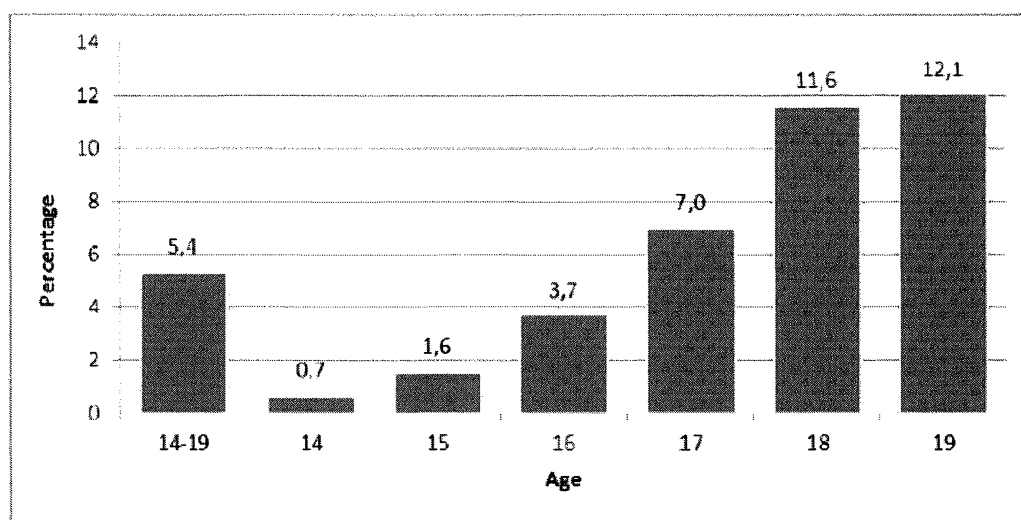

Figure 1 Percentage of females aged 14–19 who were pregnant during the year preceding the survey, 2013. **Source: GHS 2013, Stats SA**

The prevalence of HIV/AIDS, amongst South African youth, has become a major health concern. Between the ages 15-49, 15.9% of South Africans are living with HIV[8]. These high levels of HIV/AIDS prevalence signal a need for nation-wide education programmes targeting youth in particular. Teenage pregnancies, high maternal mortality, high levels of violence and high HIV prevalence rates, are factors that have a negative impact on youth in South Africa. 4.5% of teenage girls between the ages 13-19 were reported pregnant in 2013. Accompanied by this factor is a high rate of maternal deaths at 410 per 100 000 live births. The HIV/AIDS prevalence rate is 8.5% among 15-24 year olds in the country. These factors play a determining role in the future of the youth. It is, therefore, imperative to address these problems in order to ensure positive youth development through a comprehensive reproductive health strategy specifically targeting young people.

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[7] GHS 2013, Stats SA
[8] StatsSA mid-year population estimates 2013

22

In South Africa, substance abuse has become a serious health problem. The abuse of alcohol, particularly, is directly linked to high levels of violence and motor vehicle accidents[9]. Amongst youth, there is an increase in the level of experimentation with drugs and alcohol. The Western Cape has the highest percentage of alcohol consumers at 46.15%, followed by the Northern Cape at 37.3%, Gauteng at 34%, North West at 28%, Eastern Cape at 24.1% and the Free State at 20.8%[10]. Substance and Alcohol abuse has long-term effects that could be dire to our youth.

In 2011/2012 the third Youth Risk Behavioural Survey was conducted by the Medical Research Council, in collaboration with the Departments of Health and Education[11]. This report serves to provide behavioural indicators of the risks experienced by today's adolescents, the potential impact on their future health, mortality and morbidity as well as the potential disease patterns that may emerge amongst tomorrow's adults.

The study whose sample comprised of grades 8, 9, 10 and 11 learners selected from public schools in the nine provinces found that 36% of learners reported ever having had sex and 12% reported their age of initiation of sexual activity as being under 14 years old. Among the learners that had ever had sex, 47% had two or more sexual partners in their lifetime, 18% had sex after consuming alcohol, 13% had sex after taking drugs, 33% practiced consistent condom use, and 18% had been pregnant or made someone pregnant. One in seven learners (70%) reported having received HIV and AIDS education at school. Regarding hygienic practices among learners, 62% always washed their hands before eating and 72% always washed their hands after going to the toilet. The prevalence of being overweight was 23% and that of obesity was 7%. 32% of the learners reported that they had no physical education classes at school and 30% watched TV or played computer games for over 3 hours per day. This study also showed that 13% of learners reported carrying weapons and 34% reported having been bullied in the past month, 16% belonged to gangs during the past six months and 9% had ever been forced to have sex. On school property, 7% of learners reported carrying weapons and 21% felt unsafe at school during the past month, 12% were threatened or injured by someone with a weapon and 17% were involved in physical fights during the past six months. A third of the learners (33%) had reported that in the past month, they had been driven by someone who had been drinking

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[9] South African Youth Context: The Young Generation 2011
[10] South African Youth Context: The Young Generation 2011
[11] Reddy SP, James S, Sewpaul R, Sifunda S, Ellahebokus A, Kambaran NS, Omardien RG. *Umthente Uhlaba Usamila – The 3rd South African National Youth Risk Behaviour Survey 2011*. Cape Town: South African Medical Research Council, 2013.

23

alcohol and 13% reported that they had walked alongside a road after drinking alcohol. 28% of the learners reported ever having smoked cigarettes. Of those who smoked currently, 76% reported being exposed to passive smoking in the week preceding the survey and 38% had a parent or guardian who smoked. Of those learners who had never smoked cigarettes, 43% reported having been exposed to passive smoking in the past week and 20% of them had a parent or guardian who smoked. Learners reported alcohol consumption was 49% for ever having drunk alcohol, 32% for having drunk alcohol in the month preceding the survey, and 25% for having engaged in binge drinking in the past month. Drug consumption varied from 13% for ever having smoked dagga, 12% for inhalants, 5% for cocaine, 6% for 'tik' and 5% for Mandrax.

Of the total number of deaths occurring among youth in 2013, 72% were due to natural causes and 28% due to non-natural causes. There were wide differences by sex: as much as 43% of male deaths occurring among youth were due to non-natural causes while among females it was 10%. The six leading natural causes of death for age group 15–34 in 2013 were tuberculosis (accounting for 14% of all deaths in this age group); human immunodeficiency virus [HIV] disease (10%); other viral diseases (6%); influenza and pneumonia (5%); certain disorders involving the immune mechanism (3,0%); and intestinal infectious diseases (3%). A total of these six causes (all associated with HIV disease) contributed 40% of all deaths occurring among youth in South Africa in 2013. In 2013, a total of 5 698 deaths in South Africa were due to transport accidents. Of these, 2 515 were among youth, indicating that 44% of all traffic accident deaths in the country occurred among the youth. Similarly, of the total number of deaths due to assault and intentional self-harm in the country, 69% and 59% of them, respectively, occurred among those aged 15–34 years.

The bleak scenario painted by the facts above calls for the prioritisation of initiatives that aim at providing young people with information to help them make the right choises and providing an empowering environment for them to make the choices and live lifestyles that are not going to cause harm to themselves and others.

5.4 Lack of Access to Sporting And Cultural Opportunities

The value of sports and cultural activities for the youth is huge. Sport and cultural activities can create healthy, active citizens, instil a sense of national pride and contribute to social and economic change. According to a report compiled in 2006, by The Department of Arts, Culture,

Science and Technology, 17% of all the people employed in South Africa are employed in the creative industry. However, in order to derive maximum benefit from existing and planned sports and recreation and arts and culture programmes and initiatives, a shift in focus needs to take place. Emphasis needs to be placed on mass participation in these programmes. Both sectors have the potential to contribute to economic growth in South Africa. They are particularly appealing to the youth of South Africa. Consequently, these sectors have the potential to develop and grow skills, provide employment and entrepreneurship opportunities and contribute to nation building among youth. The Department of Arts and Culture has indicated that the creative arts and culture sector will contribute to the national goal of creating 5 million jobs within the next 10 years. Therefore, there is a need for both these sectors (sports and the creative sectors) to target the needs of the youth, particularly in education and skills building, creating employment and promoting the health of youth throughout South Africa.

5.5 Lack of Social Cohesion and Volunteerism

According to the IEC Voter Participation Survey 2013/14 (VPS)[12] South Africans in general remain resolutely proud of their nation, with 86% indicating that they would rather be a citizen of South Africa than any other country. There is a clear recognition among the public of the importance of a range of core democratic principles, including free and fair elections, right of assembly and demonstration, deliberative democracy, electoral accountability, freedom of expression, and political tolerance. Free and fair elections remains the highest rated democratic ideal.

However largely due to the high unemployment rates faced by young people and their inability to participate economically, young people feel excluded. Only 11% of the general population were satisfied with government's job creation effort. Democratic performance is rated as falling considerably short of the ideal in relation to accountability and electoral punishment (parties being punished in elections when they perform poorly). Corruption is seen as by the populace as a public concern, mentioned by 25% in 2013 compared to only 9% in 2003. 19% were satisfied with performance in relation to crime reduction.

Service delivery has also become a pressing concern, cited by 24% as a major concern in 2013 relative to 12% in 2003. HIV/AIDS has fallen as a concern, cited by 24% in 2013 compared to

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[12]IEC Voter Participation Survey 2013/14 (VPS) is a nationally representative, cross-sectional survey that was conducted by the Human Sciences Research Council (HSRC) between October and December 2013.

49% in 2003. Two-thirds or more were contented with water and sanitation, electricity, education and social grants.

Trust in the political system continues to exhibit year-on-year decline. Trust in the national government has fallen from 61% in 2009 to 44% in 2013. Only 44% trust their provincial government, barely a third (34%) trust their local government, while a quarter or less trust political parties or politicians. Trust in the IEC improved slightly between 2012 and 2013 (from 60 to 63%). This remains one of the country's most trusted institutions, though levels of confidence are still below the high of 72% in 2009. Nearly three-quarters (73%) were not aware that one can register as a voter when reaching sixteen years of age. Although those aged 16-19 years were more inclined than average to know this, the majority within this age group were still unaware of the registration age. This is an area of potential focus in future IEC voter education processes. Two-thirds of those aged 16 years and older (68%) are in favour of retaining the minimum voting age at 18 years. Less than a fifth (17%) believe that the voting age should be lowered, while only 11% argue for raising the eligibility criterion for voting.

These findings captured by the VPS point to the need to delibrately prioritiese nation building/social cohesion initiatives for young people.

5.6 Inadequate Framework for Youth Work

Youth work is primarily focused on challenging the view that young people are a problem and an impediment to national progress. In South Africa, the process of professionalising youth work started in the late 1980s. The Youth Practitioners Advocacy Group, established in 1994, and which, in 2008 became the South African Youth Workers Association (SAYWA), produced a document called the Hunter Rest Declaration and first draft youth-work policy, which was presented to the inter-ministerial committee on youth at risk. SAYWA consulted and collaborated with the Professional Development of Youth Work Consortium in facilitating the professionalization process. Youth work was then included in the National Youth Policy in 2008.

For Youth Work to thrive, the following needs to be in place:
- Legislative Framework on Youth Work;

26

- Unit Standards;

- Database of Youth Workers;

- Qualifications offered in institutions of higher learning.

The NYDA and SAYWA developed a draft Code of Ethics for Youth Workers which was adopted during a national summit in 2013. One of the major resolutions emanating out of the summit, was that South Africa should take the legislative route in professionalising youth workers. The NYDA has developed the draft bill for Youth Work Profession during the 2013/14 financial year, and this process will be improved and institutionalised further in line with the development of the new National Youth Policy 2015-2020.

5.7 Disability and Exclusion

A total of 2 870 130 people representing 7.5% of the total population have a disability of some kind. The majority of the people represented by 11.1% and 11% are located in Free State and Northern Cape respectfully.
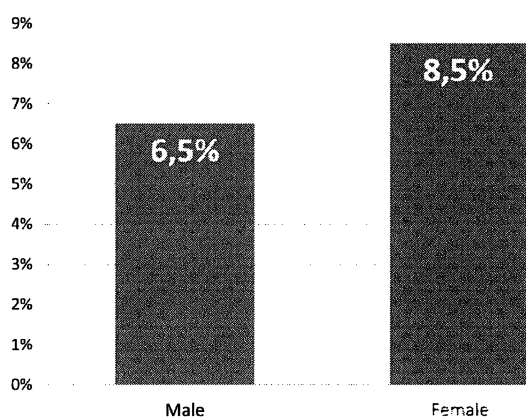

Figure 2 Disability prevalence by gender [Source: Disability Monograph, Stats SA]

Disability affects more females than males as females represent 8.5% of the people in the country while the remaining 6.5% are represented by males.
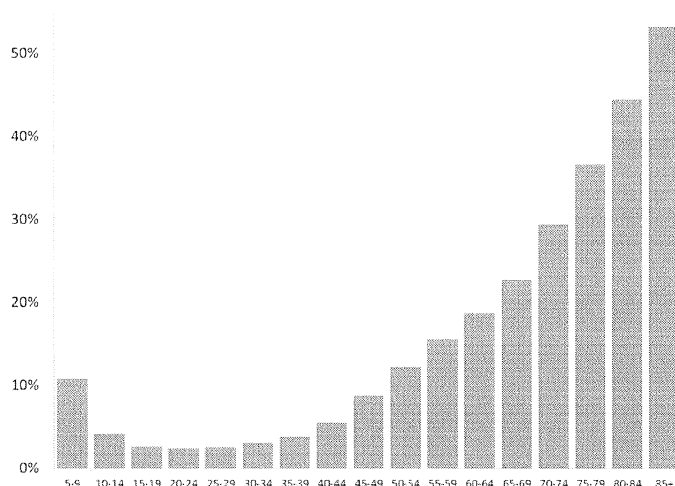
27

Figure 3 Disability prevalence by age groups [Source: Disability Monograph, StatsSA]

The graph above shows that the prevalence of disability increases with age. Census 2001 and Census 2011 analysed unemployment rates by disability status for males and females. There is a general decline in overall unemployment rates for both males and females and although disabled females were more likely to be unemployed compared to their male counterparts, the decline in the unemployment rate for females between 2001 and 2011 was 4,5% higher than that of males (23,7% compared to 19,2%).

5.8 Conclusion for prioritisation

There are many challenges facing young people. This policy will prioritise dealing with those challenges that impact on young people because they are young and impact more negatively on them than on any other population group. The situation analyses above suggests that the youth policy must enable economic participation (young people face highest levels of unemployment); skills develppment   (skills development is mostly for young adults); promoting less-risky behaviour (evidence suggests that adolescents have a harder time controlling their impulses than do adults; the few comparisons of adults and adolescents that exist suggest that thrill seeking and disinhibition are higher during adolescence than adulthood (Steinberg and Cauffman, 1996) and nation building/social cohesion (to promote unity of purpose towards the the construction of a reality and a sense of common nationhood which will be derived from the abolition of disparities in the quality of life among South Africans based on the racial, gender and geographic inequalities we inherited from the past.)

28

6 POLICY PROPOSALS

6.1 Economic Participation

It goes without saying, that the substantive resolution of high youth unemployment is tied to measures to place the economy on a labour-absorbing growth path. This depends on successful reorientation of the South African economy to raise labour demand and with matching improvements in condition on the supply-side of the equation.

Re-industrialisation and diversification of the economic base is key policy objective underpinning the National Development Plan, the New Growth Path and the Industrial Policy Action Plan. This speaks to the Jobs Drivers identified in the New Growth Path; the sector strategies of IPAP and other sectoral programmes to support economic transformation.

Youth empowerment should be one of the core outcomes of the economic and social transformation agenda. The measures to enhance youth employment in this phase include:

- Industrial policy interventions to improve labour-absorption in the economy and raising labour demand in the South African economy. In the short term youth absorption can be stimulated by employment set aside targets and incentives to stimulate hiring of first-time job seekers as well as the National Youth Service, public employment schemes and youth-focused programmes.
- Skills development and training to prepare youth for jobs and enhance career mobility.
- Work exposure measures to provide young people an opportunity to gain on-the-job experience.
- Interventions to support youth owned companies and cooperatives with finance, access to markets and business skills. This is coupled with measures to support business registration.

What has been achieved?

Measures such as investment in infrastructure have boosted youth employment in construction and the expanded public works programme has expanded intake and participation of young people. The recently launched Employment Tax should go a long way to encourage private sector employment of new entrants to the labour market. Preliminary figures indicate that over 100 000 young people have benefitted from the scheme. At least 30 000 young people

benefited from an internship and learnership in the public service since the decision to systematically implement this programme was taken in 2009. Admittedly, the numbers lag behind the target of 5% of total establishment and that absorption into permanent employment is still patchy.

Higher education and further education intake has improved in particular there is visible progress in enrollment in technical and mid-level skills programme such as artisanship.

The IDC and sefa have committed a combined R2.7 billion to finance youth owned enterprises. The NYDA has also since inception supported a whole range of youth owned enterprises and cooperatives. Many youth owned enterprises have benefited from procurement and enterprise development programmes of the state and the private sector.

The signing of the Youth Employment Accord in 2013 was an important milestone which added further impetus and focus in youth empowerment. The Accord sets a framework for cooperation between social partners to address the pressing problem of youth unemployment and to support youth owned enterprises.

Proposed interventions

Measures to support youth absorption into employment

The approach proposed here foresees two phases. In the short run, it includes decisive interventions to provide unemployed and poor young people with incomes and opportunities for community service and engagement. In the medium to long run, it relies on economic measures to encourage more rapid growth in sustainable employment, with targeted support for young people to gain entry level positions in that context.

1. Improved public employment schemes. Youth Brigades coordinated with NYS to engage at least 1 million young people over a period two years as per the New Growth Path. Youth target in the Expanded Public Works programme should gradually increase to above 50%. This will ensure that majority of opportunities go to young people and that young people are mobilized to provide essential community service while earning an income and gaining valuable work experience. In turn, young people must be given an opportunity to shape the programmes which is crucial for agency. The National Youth Service should be reconfigured to incorporate the revised targets for youth in Community Work Programme. The contribution of programmes such as the Community Health Workers programme in

absorbing more young people should be clearly spelled out. Another aim of the review is to develop a National Youth Volunteer programme focused on engaging a substantial number of out-of school youth in volunteering.

2. The Economic Development Department will lead discussions with business and labour towards a second phase of the Youth Employment Accord. Business and labour should be required to make firm commitments on creating jobs for young people. Sectors with the highest potential to absorb young people must be identified within the overall programme of the industrial policy action plan. Measures must be defined that will support industries that create employment; as well as set out an monitoring and evaluation framework. The Youth Accord employment-set aside targets for the green economy, infrastructure and construction; and business process services should be actualized. The dti, EDD, Department of Public Works, Cogta, Department of Energy and National Treasury should lead a process of developing measures to realize the youth employment targets. This should also spell out how the private sector and state owned companies will be mobilized to play its role to complement government interventions.

3. An impact study will be undertaken by National Treasury, NYDA and Economic Development to examine the effectiveness of the Employment Tax in stimulating job creation for new entrants in the labour market. The scheme should then be refined on the basis of the outcome of the impact study.

4. There is a need for a conversation around what competencies/skills should be acquired by learners in order to prepare for the world of work. Its proposed that the education and economic departments within the state engage in this dialogue with Business around how to prepare youth for the workplace; employers must also be consulted to understand their views and needs.

Measures to support work exposure for youth

Lack of work experience is one of the constraints faced by young people in accessing jobs. There are inadequate opportunities to expose young people to work and problems with job search. There are a variety of public and private sector initiatives to match workers seekers to available jobs including by Department of Labour, NYDA and Harambee. These interventions have been successful in recording job seekers and opportunities, placing a limited number of work-seekers

31

and providing pre-employment services. Anecdotal evidence suggests that employers, especially small firms, tend to be reluctant in making the effort to train new job entrants.

The value of pre-employment services is minimising the 'transaction costs' of hiring new workers for firms as well as preparing potential employees for the workplace. In a depressed labour market these interventions tamper with the "job queue" by placing beneficiaries ahead of the line. A limitation of these interventions is that they have a high proportion of jobs seekers recorded on the database relative to placement and as such raise expectations that cannot be met. So what should be done.

1. The public service internship should be scaled up as per the commitments of the Youth Accord to create 60 000 internship opportunities or reach 5% of total employment. Government departments and provinces should be required to link the internship programme to their Human Resource Development Strategies to create a talent pool from which to recruit from in order to close vacancies and meet the scarce skills requirement.

2. Municipalities and state owned companies/agencies should be required to develop internships and graduate development programmes as part of their overall Youth Empowerment Strategies.

3. The Department of Labour should review its employment services programme to assess its impact and reach. The problem at the moment is that there is a high number of people registered on the system compared to the number that are actually placed. The high proportion of work seekers registered on the database have below matric qualification and/or inadequate skills. It has proven difficult to place this group in jobs.

4. The Department of Labour, working with Economic Development Department, should spearhead a national drive of Job Fairs. In addition it should convene an Indaba on work placement services as a platform to examine what works and ensure integration and coordination of public and private sector work placement services.

5. Large companies should be engaged to set clear commitment in terms of opening the work place for young people who require internships, apprenticeship and work-integrated

learning opportunities. A dialogue is essential with the Setas to determine how they can provide funding for this large scale programme.

6. A national campaign, coordinated by the Department of Higher Education and Training, will be initiated to place TVET and university students and graduate who need work experience as part of completing their studies. State-owned companies and private sector companies should develop placement opportunities for these students. Current target set in the National Skills Accord should be revised so that new annual targets are put in place.

7. Career guidance and life skills training should be reviewed to determine what works and does not work. This process must be led by Department of Higher Education and Training, Basic Education, Labour and NYDA.

Support and develop youth enterprises and cooperatives

Many young people have taken the initiative to start their own business and cooperatives. However, the extent of youth owned and controlled business in South Africa is not well known due to poor reporting. For instance, ownership is not disaggregated by age or gender in the procurement/supply chain process. As such, it is difficult to determine the number of youth owned companies that participate in the public sector procurement of goods and services.

A number of initiatives are being implemented to support youth owned companies in terms of finance, business skills and market linkages across the public and private sector. The R2.7 billion set aside by the IDC and SEFA to finance youth owned companies is one of the recent interventions to provide funding to youth owned companies.

The dti/Department of Small Business Development launched a Youth Enterprise Development Strategy (YEDS) to promote mass youth enterprise development through a range of mechanism including providing collateral grant-funding to youth owed companies. The NYDA has for many years implemented programmes to support youth enterprises with finance, training and market linkages.

These various interventions are fragmented and poorly coordinated. Further, they are not properly linked to government strategies for example to reindustrialize South Africa, support rural development and Black Economic Empowerment. Substantial amounts of money are spent

33

by different agencies on youth enterprise development and impact is however unclear. What should be done:

1. The Small Business Development Department and Economic Development Department should conduct a comprehensive survey of existing youth enterprise support programmes in the public and private sector. An Annual Report should be developed to assess the type of programmes and their impact on promoting youth entrepreneurship. It should also highlight the type and nature of challenges faced by young entrepreneurs and profile success stories.

2. A *mass youth enterprise creation programme* should be developed by the Small Business Development Department working with other departments and agencies. It should have the following elements:

   a. Connecting young enterprises to the funding opportunities provided by the state and private sector. To that end accelerate the take-up rate of the funds established to support youth enterprises and cooperatives.
   b. A sectoral approach to connect young entrepreneurs to opportunities in different sectors of the economy and various programmes such as the infrastructure build programme and general public procurement. Special attention should be paid to youth in rural areas. In this respect, sector-based incubators should be explored and developed.
   c. Catalyse market linkages to promote demand for products produced by young entrepreneurs. In this vein proposals must be developed for public and private procurement support to youth owned entrepreneurs. The Department of Public Enterprises should coordinate efforts to open opportunities for enterprise development for young people in state owned companies. DHET must include as curriculum Business skills development in TVET/University curriculum and training programmes offered by public agencies such as Seda and the private sector should contribute knowledge in the creation of these modules.
   d. National road shows must be conducted in order to provide information to young people on opportunities available for enterprise development. The road shows should also connect government agencies and private sector with youth people.
   e. The process of registering cooperatives and youth enterprises must be reviewed in

34

order to unlock blockages and reduce red tape.

Redress and BEE for young people

The NDP calls for the creation of an enabling environment for SMMEs and entrepreneurs to thrive, this includes inculcating the spirit of entrepreneurship in schools, lowering the cost of doing business in the economy and the reducing barriers to entry in various value chains. Aligning all legislation and the codes and charters that flow from the BBBEE Act of 2003 has begun and should continue such that state procurement lever is used more effectively to advance socio-economic targets in certain geographies and industries. The NDP further calls for the introduction of mandatory targets for socio-economic development and job creation for all tenders above R10 million; a statutory body to regulate BEE verification; a Department of Trade and Industry empowered to revoke the accreditation status of accredited verification agencies that deviate from officially defined processes of accreditation and a National Empowerment Fund (NEF) resourced adequately to execute its mandate. The NEF is called upon to strengthen its support to small and medium-sized black enterprises as well as strengthen/expand the provision of finance and other support to new black industrialists/entrepreneurs. This support must not just be financial support but must also include enabling market access and the removal of administrative and regulatory burdens on small businesses. Transforming ownership of the economy is indeed the core mandate of the NEF and that mandate is enabled by the contributions private entities make to the NEF's Enterprise Development Fund. The state led by the Department of Mineral Resources must craft a unique model enabling South Africa to optimise returns for the entire populace from the country's natural resources. Rent collected from mining companies should be used to drive an accelerated development agenda that has at its core skills development and sustainable job creation.

These BEE proposals found in the NDP are for society in general, including young people.

Rural Development and Land Reform for young people

Challenges facing young people residing in the rural areas in relation to economic participation include:

* Poor infrastructure both economic and social leading to marginalisation
* Dualism in the rural economy (white-dominated large scale commercial farming responsible for food security at a country level and black dominated and inefficient small-scale largely subsistence farming). The traditional approach to rural development

35

and improving farm incomes by supporting forms of agro-processing cannot be undertaken as the country has a highly-centralised, vertically-integrated agro-processing sector in relation to every key staple and these value chains tend to exclude small/new/black producers.

- None homogenous rural areas so it is difficult to have one generic rural development strategy

Policy interventions that could benefit young people living in rural areas and have access to productive communal land include:

1. The Department of Agriculture and the Department of Rural Development could focus on improving small scale and commercial agriculture through expanding irrigated agriculture and providing extension officers as well as farming implements to young people and help them identify and grow products that are labour intensive; have high potential and have high market linkages such as table and dried grapes; pecan nuts and oilseeds. These young farmers must be linked to a programme for farmer-to-farmer skills transfer, agricultural extension and training by the state in partnership with industry

2. Land reform: Young people should participate in a programme to be led by provincial land reform departments whereby each district municipality with commercial farming land in South Africa identifies 20 percent of the commercial agricultural land in the district: (land already in the market; land where the farmer is under severe financial pressure; land held by an absentee landlord willing to exit; and land in a deceased estate). Government should buy this land at 50% its commercial value; this is closer to is productive value. The shortfall will be made up by cash or in-kind contributions from the commercial farmers in the district who volunteer to participate. A stepped programme of financing should be created including the National Treasury, the Land Bank as well as established white farmers. New financial instruments should be designed for example 40-year mortgages at preferential rates for new entrants into the markets, as well as land bonds that white farmers and others could invest in. (see that national development plan for details)

36

6.2 Education, Skills and Second Chances

The NDP (National Development Plan) aspires that the TVET sector should cover about 25 percent of the age-relevant cohort, implying an increase from about 300 000 to 1, 25 million by 2030. There is a need to focus the country's efforts and give specific attention to the opportunities that provide unskilled and uneducated youth with second chance opportunities. Community Colleges have been designed to cater for youth who did not complete their schooling or who never attended school and thus do not qualify to study at TVET colleges and universities (White Paper for Post-school Education and Training). Qualifications offered in these colleges will be tailor made to meet the needs of youth. An example of such a qualification would be the National Senior Certificate for Adults and other occupational programmes offered through SETAs. Community colleges will link with programmes such as EPWP (Expanded Public Works Programmes) and CWP (Community Works Programme). Such interventions should be proactive rather than reactive in nature. This implies strengthening families and other primary socialization agencies and putting in place early intervention measures aimed at reducing the need to provide second chance programmes.

South Africa needs a skilled labour force to thrust the country onto a higher developmental trajectory. These skills include engineering skills, sufficient doctors, nurses and health professionals in different occupational classes to deliver quality healthcare, researchers and innovators to play a critical role in creating new products and new ways of producing existing products cheaply and more efficiently, including the delivery of public services. Research institutions and the national science and innovation system must be coordinated and collaborative. The post-school education and training sector must improve equity in access and quality of outcomes. What must be done?

1. Improve the school system, including increasing the number of students achieving above 50 % in literacy and mathematics, increasing learning retention rates to 90 % and bolstering teacher training.
2. The different parts of the education system should work together allowing students to take different pathways that offer high quality learning opportunities. There should be clear linkages between schools, Adult Education and Training (AET) Centres, TVET Colleges, universities and other providers of education and training. There should also

37

be clear linkages between education and training and the world of work.

3. Learners should have access to quality career information and receive appropriate and adequate career guidance and advice to pursue education and training opportunities leading to a career and ultimately employment.

4. Strengthen and expand the number of TVET colleges to increase the participation rate to 25% and increase graduation rate of TVET colleges to 75%

5. Provide full funding assistance covering tuition, books, accommodation and living allowance to students from poor families

6. A subsidy to the placement sector to identify, prepare and place matric graduates into work must be created. The subsidy will be paid upon successful placement.

7. A formalised graduate recruitment scheme for the public service to attract highly skilled people must be developed.

8. Expand the role of state-owned enterprises in training artisans and technical professionals

9. Strengthen the capacity of key youth development institutions and ensure integration and coordination in the delivery of youth services

10. Integrate youth development into the mainstream of government policies and programmes in order to curb the marginalisation of young people.

11. The Department of Basic Education should accelerate implementation of the White Paper on Special Needs Education to ensure equal and sustained access to education by youth with disabilities

12. The Departments of Higher Education and Training and Basic Education should reduce the number of youth at risk of premature exit from the education system prior to completing their National Senior Certificate or any post school qualification. In instances where young people leave school prematurely, interventions that seek to provide a wide variety of opportunities should be designed and implemented in order to offer them second chance opportunities for ultimately participation in the labour market

13. Provide out of school youth with second chances to complete education that would enable them to compete in the open labour market by promoting vocational training programmes as well as other initiatives such as the National Youth Service and Expanded Public Works Programmes as a basis for gaining further learning and work experience; ensure a better response to the skills demand by fastracking the

functioning of Community Education and Training Centres through government and the private sectors' flexible initiatives of out-of-school pathways for young people who left school prematurely so as to complete their secondary education and obtain their National Senior Certificate. TVET colleges need to target business skills, incubation and mentoring of budding entrepreneurs in high growth industries and future industries;

14. Increase the prospects for access to further learning, personal development and opportunities for employment by government increasing the funding options available to support students who are academically successful at the post-secondary level, but who are unable to complete their study programmes owing to financial hardships; mobilising scholarships and bursary schemes for youth to enable them to access post-school education and Training;

15. Progressively introduce free education for the poor learners until undergraduate level and increase the funding options available to support students at the post-secondary level who are academically successful, but who are unable to complete their study programmes owing to financial hardships;

6.3 Health Care and Combating Substance Abuse

The National Adolescent Sexual and Reproductive Health and Rights Framework Strategy (2014-2019), envisioned as an action guide to aid stakeholders in their decision making processes, serves as a responsive policy to bridge the "gaps that still exist in the promotion of young people's sexual and reproductive health and rights (SRHR)."[13]

The Framework Strategy envisions a number of outcomes including[14]:

1. For Adolescents:

   a. Inculcating a core value system void of gender stereotyping and prejudices as well as a sense of inner-belief, self and mutual respect along with a deepened understanding of their own sexuality and that of others.

   b. The grooming of skills and capacities to be assertive and exercise agency in negotiating and making decisions about their SRHR and reporting when these rights are violated.

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[13] National Adolescent Sexual and Reproductive Health and Rights Framework Strategy (NASRHRF) 2014-2019 2014:2.
[14] NASRHRF 2014-2019 2014:22.

    c. Access to SRHR services and information, and the ability to exercise personal choice in decisions guided by non-judgmental and empathetic health, social and community workers.

    d. The breaking down of barriers (self-imposed and contextual) to allow for health seeking behavior.

    e. Protection from coerced sexual experiences, exploitative sexual and reproductive relationships, sexual and gender-based violence, STIs, substance abuse and unplanned pregnancies.

2. For Family and Community:

    a. Building a supportive network to adolescents.

    b. Challenging of taboos; myths; misperceptions; stereotyping and discrimination related to sexuality, in a positive manner with facts and openness.

    c. Building the skill and capacity of the family and community to communicate to adolescents on their SRHR with freedom and with confidence especially in local language

3. For Stakeholders and Implementers of SRHR Programmes and Initiatives:

    a. Increased collaboration amongst stakeholders in order to improve Adolescent Sexual and Reproductive Health and Rights (ASRHR) in the country.

    b. Increased inter-departmental collaboration by government and greater cooperation between government and civil society.

To achieve these outcomes, the Framework Strategy has identified 5 cross-cutting priorities to be addressed. These include[15]:

- **Priority 1:** Increased co-ordination, collaboration, information and knowledge sharing for ASRH&R activities amongst stakeholders.

  ☐ This involves strengthening collaboration and co-ordination between stakeholders; sharing knowledge and information on ASRHR best practice, interventions and programmes; as well as improving resource mobilization among stakeholders.

- **Priority 2:** Developing innovative approaches to comprehensive SRHR information, education and counseling to adolescents.

  ☐ This includes developing novel age-appropriate, gender and culturally sensitive approaches to complement existing SRHR advocacy material; devising effective

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[15] NASRHRF 2014-2019 2014:19

40

communication mediums on ASRHR to adolescents with disabilities (particularly those in rural areas); educating adolescents on their rights and responsibilities; along with increasing awareness and messaging to adolescents with regard to their SRHR.

- **Priority 3:** Strengthening ASRH&R service delivery and support on various health concerns.
  - ☐ This involves increasing access to information relating to SRHR; reducing the incidents of STIs (including HIV) and TB along with incidents of unplanned and unintended pregnancy; promoting maternal health and integrating gender based violence programming into ASRHR services.
- **Priority 4:** Creating effective community support networks for adolescents.
  - ☐ This includes strengthening and scaling community networks supporting adolescents and capacitating them along with parents and caregivers; securing participation of stakeholders and involving young male adolescents in SRHR programming; as well as creating platforms that promote gender equality and socialization among adolescents.
- **Priority 5:** Formulating evidence based revisions of legislation, policies, strategies and guidelines on ASRH&R.
  - ☐ This includes generating research, monitoring and evaluations on existing SRHR legislation and strategies; as well as advocating for the amendment and harmonization of these.

Ownership of the framework strategy rests with all stakeholders who should affirm their commitment and accountability to the implementation of the key guiding activities relevant to their areas of work. The National Population Unit located at the Department of Social Development will serve as the secretariat for the implementation, coordination and evaluation of the Framework Strategy.

To deal with the challenge of substance abuse and related illnesses on the South African population and especially among youth it is recommended that:

1. Recreational facilities and diversion programmes that prevent vulnerable populations from becoming substance abusers/dependents be developed
2. The availability of dependence-forming substances/drugs, including alcoholic beverages

41

be reduced

3. Multi-disciplinary and multi-model protocols and practices for integrated diagnosis and treatment of substance dependence and co-occuring disorders be developed and implemented

4. Laws and policies to facilitate effective governance of the supply chain with regard to alcohol and other drugs be harmonized and enforced

5. There should be stricter enforcement of municipality bylaws dealing with restricting access to alcohol

6. Job opportunities in the field of combating substance abuse be created

The Department of Social Development is leading the implementation of this strategy.

6.4 Nation building and social cohesion

The Constitution outlines principles of non-racialism, non-sexism and equality before the law. Even though apartheid no longer exists the social, psychological and geographic elements of apartheid continue to shape the lives and outlook of many South Africans. This systemic racism must be confronted by society, otherwise it will be reproduced and reinforce itself across generations. It is this inherited psyche of racial prejudice, breakdown in values, inequality of opportunity and massive poverty, as well as competition for scarce resources, which helps fuel racism and xenophobia. Discrimination on the grounds of sexuality and homophobic violence are also a major problem.

The National Development Plan foresees South Africans living harmoniously together and with neighbours. It envisions a South Africa where the older citizens share their wisdom with the young ones and the young revitalise the country with their energy, candidness, positivity and questioning minds. What is to be done?

Fostering Leadership and Active Citizenry

In order to lay the foundation for a young cohort able to make the right choices, all citizens must practice strong leadership and youth leadership development must be actively supported. Society in its entirety should be responsible for creating an environment that is conducive for the development of the next generation of youth leaders. Leadership qualities that all members of society must practice include:

42

1. The ability to lead by example and to follow rules that apply to everyone.

2. Honesty, integrity and trustworthiness.

3. Agitating for transformation and continuous improvement in people's lives

4. The capacity to innovate, manage change, build enough support to drive an "essential" and not necessarily popular agenda,

5. The ability to listen, especially to those with a different opinion, perspective and or priorities and to create conditions that allow everyone to communicate in open dialogue. This requires tolerance, patience, openness to giving and receiving criticism.

6. The ability to promote meaningful inclusion, helping to overcome barriers associated with class, ethnicity, gender, disability and other factors of exclusion. Leaders must seek to empower the otherwise powerless, building bridges to other sectors of society, including business, civil society, and faith-based

All South Africans, the media in particular, should to create opportunities for young people to not only hear about stories of great leadership or participate in skills building activities but the entire nation should work to create those contexts and relationships where young people can engage in the action of creating an equal society. Visible campaigns should be held to encourage young people to belong to charitable organisations and actively participate in acts of solidarity.

Government, Business and Not for Profit Organisations must make it possible for young people move into authentic and meaningful leadership roles and remove barriers that prevent youth from having authentic leadership roles.

Fostering Constitutional Values

If each of us chooses to select the value system adopted in our Constitution, we shall be making a brave and bold choice that will enable us to overcome our history and to attain the constitutional vision of a society based on equality, freedom and dignity.

All young people must familiarise themselves with the Constitution and assimilate in their behaviour and psyche the Bill of Responsibilities which outlines the responsibilities that come with the rights outlined in the Constitution. The Bill of Responsibilities urges young people to accept the call to responsibility that comes with the many rights and freedoms that they have been privileged to inherit from the sacrifice and suffering of those who came before.

Schools and higher and further education institutions must develop and implement strategies to ensure that youth learn and internalise the Preamble to the Constitution because it (the Preamble) embodies what it means to be South African. The NDP suggests that it be recited at all school gatherings just like the National Anthem is solemnly sung. Through the media, the non-racial, non-sexist and democratic ethos of the Constitution could be promoted by instituting a Constitutional Friday on the first Friday of every month.

South Africa must confront systematic racism within society. Sustained campaigns should focus on raising awareness, changing attitudes and behaviour in relation to racist and xenophobic (afrophobic) tendencies. The social media provides an excellent opportunity to reach many young people and sustain the campaign. Radio, television, film, and the other products of the culture industries can also be used provide ethical models and modeling of what it means when one uses the constitution and the constitutional values to be male or female, successful or a failure, powerful or powerless.

Young people must be at the forefront of educating themselves and inspired by our rich legacy, produce real stories that facilitate healing, nation building and dialogue. Media in particular the national broadcaster must give these productions air time. In addition commercial distribution networks must be incentivized to distribute and or host art that contributes to nation building and dialogue as well as healing. Arts could be promoted by government (department of Arts and Culture and the dti as well as business through:

- Providing financial and ICT support to young artists to enable them to create artistic work that expresses nation building and create platforms for vibrant debates.
- Creating incentives for commercial distribution networks and for hosting artistic events.
- Developing and implementing practical interventions to support arts and culture curriculum in schools

6.5 Optimising the youth machinery for effective delivery and responsiveness.

Taking into cognisance that of the approximately 25% of the unemployed nearly 70% are young people between the ages of 15 to 35 years, it is evidently clear that the NYDA cannot be everything to youth development.

This means that while the NYDA remains a major catalyst for youth development:

44

- government as a whole (nationally, provincially and at the local level) must spearhead youth development across all departments.
- Business must also place youth development programmes at the centre of their business development and expansion strategies.
- the youth development machinery must be consistent with the location of youth development programmes at the centre of transformation and the vision of the National Development Plan; that of bringing about a prosperous and more equitable society by 2030.

45

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48

LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
AsgiSA	Accelerated and Shared Growth Initiative for South Africa
AU	African Union
AYC	African Youth Charter
ABET	Adult Basic Education and Training
BEE	Black Economic Empowerment
CASE	Community Agency for Social Enquiry
CBO	Community Based Organization
CSO	Civil Society Organization
DoE	Department of Education
FET	Further Education and Training
EPWP	Expanded Public Works Programme
FBO	Faith Based Organization
GET	General Education and Training
HIV	Human Immunodeficiency Virus
HSRC	Human Sciences Research Council
IDP	Integrated Development Planning
ILO	International Labour Organisation
ISASA	Independent Schools Association of Southern Africa
MAFISA	Micro Agricultural Institute of South Africa
MTEF	Medium Term Expenditure Framework
NGO	Non Governmental Organisation
NIYDS	National Integrated Youth Development Strategy
NYDA	National Youth Development Agency
NYDPF	National Youth Development Policy Framework
NSFAS	National Student Financial Aid Scheme.
NSC	National Senior Certificate
NYP	National Youth Policy
NYS	National Youth Service
NYSP	National Youth Service Programme
PGDS	Provincial Growth and Development Strategy
PYC	Provincial Youth Commissions
SAYC	South African Youth Council
SAYWA	South African Youth Workers Association
SAMAF	South African Micro-Finance Apex Fund
SEDA	State Enterprise Development Agency
STD	Sexually Transmitted Disease
SYR	Status of Youth Report
UIF	Unemployment Insurance Fund
UN	United Nations
UYF	Umsobomvu Youth Fund
VCT	Voluntary Counseling and Testing
YDF	Youth Development Forum
YDP	Youth Development Practitioners
RDP	Reconstruction and Development Programme

GLOSSARY OF TERMS

Apartheid	An official policy of racial segregation formerly practiced in the Republic of South Africa, involving political, legal, and economic discrimination against non-whites
Budget	a statement of the financial position of the state or a detailed schedule of planned financial activity for a definite or specified period of time (fiscal year) based on estimates of expenditures and propos financing them
Business	the social science of managing people to organize and maintain collective productivity toward accomplishing particular creative and productive goals, usually to generate profit.
Century	any period of 100 years
Citizens	members of a politically or administratively defined community, having both rights and duties associated with that membership
Civil Society Organizations	the arena of uncoerced collective action with shared interests, purposes and values. They include community and faith based organizations, established non-government organizations, parastatals , and private sector organizations
Constitution	the supreme law of the country entrenching specific rights, responsibilities and an ethos that all people must uphold.
Democracy	Is a political system that allows the citizens to participate in political decision-making, or to elect representatives to government bodies
Demographic Dividend	a rise in the rate of economic growth due to a rising share of working age people in a population
Development	the use of resources to relieve poverty and improve the standard of living of a nation, community, groups and individuals through asset building. This may be achieved through mechanization, improvement in infrastructure and financial systems, and empowerment of those affected
Disability	the loss or elimination of opportunities to take part in the life of the community, equitably with others that is encountered by persons physical, sensory, psychological, developmental, learning, neurological or other impairments, which may be permanent, temporary or episodic in nature, thereby causing activity limitations and participation restriction with the mainstream society.
Economic growth	an increase over time in the capacity of an economy to produce goods and services and (ideally) to improve the well-being of the citizens
Entrepreneur	A person who undertakes and operates a new enterprise or venture and assumes some accountability for the inherent risks.
Empowerment	an increase in the spiritual, political, social or economic strength of individuals, groups and communities
Evaluation	the process of determining or assessing whether an item or activity specified criteria
Exploitation	means the illegal or improper use of an individual or the individual's resources for another's profit
Global	something that is happening throughout the world.
Graduate	a person who has finished a course of study at a college or tertiary institution
Human rights	universal rights to which every person is entitled because they are justified by a moral standard that stands above the laws of any individual

50

Internship	an experience that allows the student to apply what has been learned to a professional situation within a close mentoring relationship
Language	spoken languages and South African Sign Language and other forms of non-spoken languages
Learnership	a way of obtaining a nationally recognized qualification that refers to a specific occupation and consists of structured learning components
Marginalisation	the overt or covert trends within societies whereby those perceived as lacking desirable traits or deviating from the group norms tend to be excluded by wider society and ostracised as undesirables
Monitoring	regular and ongoing supervision, observation, testing, verification and reporting of progress toward achievement of the set objectives and goals
Orphaned Youth	Young people without parents
Poverty	relative measure within a society of having income and/or wealth so low as to be unable to maintain what is considered a minimum "standard of living"
Primary education	the first stage of compulsory education, preceded by pre-school or nursery education and then followed by secondary education
Public Sector	the part of economic and administrative life that deals with the delivery of goods and services by and for the government, whether national, regional or local/municipal
Public Policy	a course of action or inaction chosen by public authorities to address a problem. Public policy is expressed in the body of laws, regulations, decisions and actions of government
Secondary education	an intermediate level of education between elementary/primary school and college and that usually offers general, technical, vocational, or college-preparatory curricula
Social cohesion	the process through which individuals or groups are included to participate fully in the society in which they live
Stakeholder	Stakeholder refers to any individual or group with vested interest who may add value, contributes towards the development of or benefits from interventions in the youth sector
Stereotype	a standardized mental picture that is held in common by members of a group that represents an oversimplified opinion, prejudiced attitude
School aged out- of -school youth	Youth who have dropped out of school and are unskilled.
Transformation	a process of major organizational change from the present state new/preferred state
Teenage parents	young people with dependents
Tertiary education	formal, non-compulsory, education that follows secondary education.
Youth	Young people between the ages of 14 and 35.
Youth development	an intentional holistic approach that provides space, opportunities and support for young people to maximise their individual and creative energ their personal development as well as development of the broader society through their contribution in eradication of economic and social ills
Youth in secondary School	youth enrolled at secondary school
Youth in tertiary institutions	youth enrolled in Institution of Higher Learning (IHL) and Further Education Training (FET)
Youth living with HIV and AIDS	Youth infected and affected by HIV and AIDS.

51

| Underdevelopment | deliberately created poverty by imperialism, including lack of access to: health care, drinkable water, food, education and housing |
| Unemployment | Condition of a person who is able to work, is actively seeking work, but is unable to find any or the state of being without a job or compensation. |

SYNONYMS

Trend	Tendency / development / movement
Authorities	Government
Circumstances	Situation/ conditions/ state of affairs.
Collaborate	work together/ team up
Context	Perspective/ background/ framework/ environment
Echoed	Reverberate/ repeated
Foundation	groundwork/ base/ underpinning
Fragmentation	break up/ disintegration
Gaps	crack/ space
Instruments	Tools
Inequality	discrimination/ unfairness
Interventions	Intrusion
Mainstream	Majority
Many	countless/ numerous/ bulk
Process	procedure/ course of action/
Partnership	joint venture
Prematurely	too early/ impulsively
Segment	Divide
Strategic	planned/ calculated/ deliberate
Strengthening	intensification/ escalating
Struggle	effort/ move violently
Specific	Particular
Supplementary	complementary/ additionally
Tangible	Concrete/real/ solid/ substantial
Unique	Exceptional/ matchless
Vulnerability	weakness/ defenselessness/ helplessness
Young people	youth /teenagers/ younger generations/ young men and women

LEGISLATION AND POLICY FRAMEWORKS

| 1. Constitution of the Republic of South Africa, Act No. 108 of 1996 |
| 2. White Paper on Reconstruction and Development Programme, 1994 |
| 3. National Youth Commission Act, Act No. 19 of 1996 |
| 4. White Paper for Social Welfare, 1997 |
| 5. Correctional Services Amendment Act, Act No. No. 17 of 1994 |
| 6. Correctional Services Second Amendment Act, Act No. No. 79 of 1996 |
| 7. World Programme of Action for Youth, 2000 and beyond. |
| 8. National Youth Policy, 2000 |
| 9. National Youth Development Policy Framework, 2000-2007 |
| 10. White Paper on Special Needs Education, 2001 |
| 11. White Paper on Corrections in South Africa, December 2003 |
| 12. Children's Act, Act No.35 of 2005 |
| 13. African Youth Charter, 2006 |
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52

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